

ASSOCIATE CIVIL ENGINEER—DESIGN SECTION
ASSOCIATE CIVIL ENGINEER—DEVELOPMENT SECTION
ASSOCIATE TRANSPORTATION ENGINEER—TRANSPORTATION SECTION



The City of Fremont’s Public Works Department invites applications for Associate Engineers in our Design, Development, and Transportation Sections.

Fremont is a dynamic, forward-thinking, innovative city with bold vision for “strategically urban” growth. As one of the largest cities in the vibrant Silicon Valley region, Fremont has robust funding sources for infrastructure investment through private development, local capital programs, and a new voter approved transportation measure (Alameda County Measure BB).

We invite you to apply and join our team!

First Review of Applications: Noon on April 1, 2016

THE POSITIONS

The City of Fremont currently has multiple openings in the Public Works Department for Associate Engineers who can help us deliver the best in development and capital improvement so our community can thrive. The Associate Engineer will perform and lead professional-level engineering work for a wide variety of public works and transportation projects. These projects include complete streets projects focused on moving people safely and efficiently, connecting people and businesses with the new BART station in our Warm Springs/Innovation District, pavement rehabilitation and maintenance, roadway design, storm drain improvements, traffic engineering and transportation planning for the City's multimodal transportation system, coordination review of private development projects from entitlement to construction, and other capital improvements.

Associate Civil Engineer—Design Section

The Associate Civil Engineer reports directly to a Principal Civil Engineer, and performs and leads professional-level engineering work for a wide variety of public works projects. These projects include roadway design, sidewalks, park, bridge, drainage and storm-water sewers, pavement rehabilitation and maintenance, and other capital improvements.

Key Responsibilities

- Manage challenging and multidisciplinary public works infrastructure projects from conception through construction: responsible for planning, budget, design, scheduling, bidding and contracting.
- Prepare plans and specifications to achieve project goals while conforming with existing technical standards or develop new solutions when the project requires it.
- Prepare project scope and cost estimates for the Capital Improvement Program (CIP) Budget.
- Select, manage and review the work of consultant teams to deliver all or parts of capital projects.
- Review plans and specifications prepared by others for conformance with technical standards and specific Fremont ordinances and policies.
- Represent the Public Works Department in community, other public agency, and professional meetings.
- Coordinate engineering activities with other City departments and other public agencies.
- Write, review, and edit City Council agenda reports.
- Prepare engineering designs and reports and sign them as a Professional Engineer.
- Have expert knowledge of computer-aided design and drafting (CADD) with civil engineering modules.
- Other duties as assigned including flexibility to work on stretch assignments to foster professional growth.



Associate Civil Engineer—Development Section

The Associate Civil Engineer reports directly to a Principal Civil Engineer and works closely with Planning staff in the review of private development projects from the entitlement phase to the construction of the public improvements necessary to support proposed development. The review includes, but is not limited to ensuring proposed private development projects are in conformance with Provision C.3 of the Municipal Regional Stormwater NPDES Permit, City of Fremont Development Policies, Standard Details and Specifications, and the Subdivision Map Act.

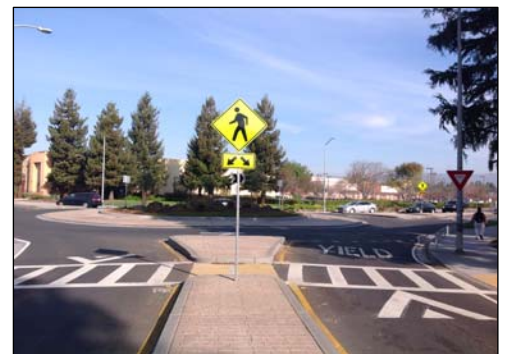


Key Responsibilities

- Meet and confer with developers, contractors, engineers and the general public relative to city policies, regulations, and procedures.
- Review plans prepared by others for conformance with technical standards and specific Fremont ordinances and policies
- Perform work, which involves conventional engineering practice, but may include a variety of complex features.
- Demonstrate the ability to anticipate customer's needs and deliver services effectively and efficiently in a timely, accurate, and respectful manner.
- Develop effective working relationships with the development community, co-workers across department lines, and community stakeholders utilizing conflict resolution, collaboration, and communication skills to ensure team meets or exceeds project goals.
- Coordinate projects with various agencies, such as Caltrans, Union Sanitation District (USD), Alameda County Water District (ACWD) and Alameda County Flood Control (ACFC).
- Review legal property descriptions, ordinances, assessment plans and other written materials.
- Approve documents, reports and other functions requiring certification as a Professional Engineer.
- Other duties as assigned including the flexibility to work on stretch assignments to foster professional growth.

Associate Transportation Engineer—Transportation Section

The Associate Transportation Engineer reports directly to a Principal Transportation Engineer. The Associate Transportation Engineer will perform professional-level transportation engineering and transportation planning work for the planning, design, operation and maintenance of the transportation system.



Key responsibilities

- Prepare plans, specifications and cost estimates for traffic and transportation system improvement projects.
- Write staff reports, minutes, conditions of approval and actively participate in the City's staff committees on review of projects and new developments.
- Manage the operation of and conduct traffic studies for the improvement City Traffic signals and transportation systems.
- Coordinate transportation planning and engineering activities with other City departments and other public agencies.
- Write, review and edit City Council agenda reports and engineering reports.
- Other duties as assigned including the flexibility to work on stretch assignments to foster professional growth.

IDEAL CANDIDATE — Your Future is BRIGHT in Fremont

The top candidates will exhibit the following skills, attributes, and competencies:

- Excited to work for a diverse community preparing for urban growth with corresponding infrastructure needs.
- A dynamic leader and project manager who quickly becomes a champion for his/her projects, our department and our community.
- Knowledgeable and experienced in professional engineering practices, and be flexible, progressive and innovative in seeking solutions.
- Detail-oriented, from plans and specs preparation and review, to managing project budgets and funding, yet has the ability to see the big picture vision and guide the project based on that vision.
- Passionate about the service they provide, purposeful in delivering a high quality work product, and perseveres to achieve their goals.
- Seek collaborative opportunities to learn from talented co-workers and grow professionally.
- A strong communicator both written and verbal.

EDUCATION, EXPERIENCE AND CERTIFICATIONS

Any combination of education and/or experience which has provided the knowledge, skills and abilities necessary to perform the job would be qualifying. However, we are seeking individuals that strive to exceed expectations. A typical way to obtain the required knowledge, skills, and abilities would be: Bachelor's degree in civil engineering or related field, *and* four years of professional engineering experience, of which one year must be at a level equivalent to the City's Engineer II. Registration as a Professional Engineer (CE and/or TE) in the State of California is required. City may consider candidates without Professional Engineer license for placement as an Engineer II until license is obtained. Possession of a valid California Class C driver's license is required. Experience in a municipal setting and/or combination of public/private sector experience or a technical or leadership– based Master's degree are all desirable.

ABOUT FREMONT

Recently ranked second on the “Best Run City in America” list by 24/7 Wall St. and America's third “Sharpest, Smartest City” by Reader's Digest, the City of Fremont is a City continuing to move forward! Located in the heart of the Bay Area and Silicon Valley, this strategically urban city prides itself on innovation, clean technology, a low crime rate, great schools, a low unemployment rate, and an incredibly diverse population of over 220,000 residents. As a full service City, Fremont employs over 882 regular employees and has a total annual budget of \$289.4 million, with \$174.3 million general fund. Fremont is an employer that values its people, creativity, quality service, integrity, open communication, mutual respect, and diversity.

THE PUBLIC WORKS DEPARTMENT

The Public Works Department will play a key role in shaping the community and its future, as Fremont has several transformative land use and transportation projects underway to allow us to achieve the City's vision of being “strategically urban”. Public Works is responsible for engineering, transportation, civic facilities, inspections, and maintenance for the City. The Engineering Division within Public Works helps deliver proposed land development projects, executes the design and construction of public projects, and maintains and enhances the City's transportation network. Employees find their work challenging, yet rewarding, and most importantly, enjoy the chance to make a difference through public service.



Tentative Recruitment Schedule

Open Date: March 9, 2016

First Review of Applications: April 1, 2016, 12:00 p.m. (PST)

Oral Panel Interviews : Week of April 18, 2016

Follow-up Interviews: Week of April 25, 2016

Start Date: End of May 2016

COMPENSATION AND BENEFITS

The annual salary range for these positions is \$97,967— \$119,077. Placement in the range will be dependent on experience and qualifications.

Fremont offers an attractive benefits package, which includes, but is not limited to : CalPERS retirement plan*, 12 paid holidays annually, medical, dental and other city paid benefits. A complete benefits summary can be found at Fremont.gov or by using this link : [Benefits Summary](#)

This position is represented by the PETA bargaining unit. The probationary period for this position is 12 months.

*Refer to CalPERS web site for complete definitions of Classic and New employees:
www.calpers.ca.gov

HOW TO APPLY

To be considered for this position, apply online by submitting a completed City application, and resume at www.fremont.gov/apply. **Applicants shall indicate on City application which Associate Engineer position the applicant is applying for.** We are hoping to create an eligibility list from this recruitment that may be used for up to one year to fill potential future openings in Engineering/Public Works.

SELECTION PROCESS

The process may include a panel interview, reference check, fingerprint check, and other related test components. Only those candidates who have the best combination of qualifications in relation to the requirements and duties of the position will continue in the selection process. Meeting the minimum qualifications does not guarantee an invitation to participate in the process.

REASONABLE ACCOMMODATION

Human Resources will make reasonable efforts in the examination process to accommodate persons with disabilities. Please advise Human Resources of any special needs a minimum of 5 days in advance of the selection process by calling (510) 494-4660.

The City of Fremont is an Equal Opportunity Employer.

HUMAN RESOURCES DEPARTMENT

City of Fremont
3300 Capitol Avenue, Building B
Fremont, CA 94538
Phone: (510) 494-4660



This workplace has been recognized by the American Heart Association for meeting criteria for employee wellness.

